

October 11, 2002

PROHIBITION OF DISCRIMINATION BASED ON SEXUAL ORIENTATION

1. PURPOSE: This Veterans Health Administration (VHA) Directive issues policy prohibiting discrimination in employment within the Department on the basis of an individual's sexual orientation.

2. BACKGROUND: Executive Order 11478 of 1969 prohibits discrimination in Federal employment. On May 28, 1998, Executive Order 13087, reaffirming the Executive Branch's policy that prohibits discrimination based upon sexual orientation within Federal civilian employment, was issued. VA employees should be able to perform their jobs in workplaces free from discrimination, including intentional discrimination based upon one's sexual orientation.

NOTE: A person's sexual orientation is not to be the basis for the denial of a job or promotion.

3. POLICY: It is VA policy to provide an equal opportunity to all of its employees and applicants for employment.

4. ACTION: VHA Key officials are responsible for ensuring the protection of Federal employees in the workplace through the procedures provided for in Executive Order 11478, and to appropriately process allegations of discrimination on the bases of race, color, religion, sex, national origin, handicap, age, and sexual orientation, and status as a parent.

5. REFERENCES

a. Executive Order 13087.

b. Executive Order 11478 of 1969.

c. Office of Personnel Management Guidance on Executive Order 13087 at <http://www.opm.gov>.

d. Equal Employment Opportunity Commission Facts About Discrimination Based on Sexual Orientation at <http://www.eeoc.gov>.

6. FOLLOW-UP RESPONSIBILITY: The Director, Management Support Office, Equal Employment Opportunity (EEO) and Affirmative Employment Team (10A2E), is responsible for the contents of this Directive.

7. RESCISSIONS: None. This VHA Directive expires on October 31, 2007.

S/ Nevin M. Weaver for
Robert H. Roswell, M.D.
Under Secretary for Health

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THIS VHA DIRECTIVE EXPIRES ON OCTOBER 31, 2007